

Hello to all,  
What a year we had in 2024/25! There were so many things to celebrate; challenges to work through together; along with opportunities for reflection and renewed committed to one another and our shared work.

We were thrilled to have our expression of interest approved so that we can support the community in bringing a Youth Wellness Hub Ontario (YWHO) to Dufferin! We envision this being a place where young people can receive a multitude of supports as well as develop meaningful connections with peers in an environment that is welcoming and easy to access. This is a fantastic opportunity for our community that will have long term benefits - and so exciting to be a part of!

Together we have advanced our strategic directions through achieving our operational goals; continued to shine with results from provincial quality improvement and other review mechanisms; settled on a new collective agreement through a fair and respectful process; continued to expand our service offerings and build in new processes to enhance current services.

We remain very grateful to the skilled and caring staff we have across all positions of the organization - each of you holds an important responsibility in our collective goals and have supported the agency in moving forward. We are thankful for all you do!  
Our Board of Directors has been steadfast again this year, providing leadership and governance through complex and challenging times. We are saying farewell to three incredible and long-term board members as their terms come to an end. Rapinder Kaur, Aimee Raves and Jennifer Murphy-Novak hold a combined 25 years as board members for DCAFS! There are no words that could adequately thank you for your volunteerism and commitment to community well-being.

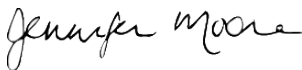
Looking ahead to this year there is much to look forward to including opportunities for significant engagement internally and externally through a new strategic plan; collaborative work with youth on YWHO development; and integrated service delivery initiatives with local partners.

To all of our service recipients - thank you for the trust you have put in our organization to walk alongside you as you navigate life's triumphs and challenges, big and small. You are at the centre of all we do and a source of incredible inspiration.

With gratitude,



Rapinder Kaur  
Chair, Board of Directors



Jennifer Moore  
Chief Executive Officer



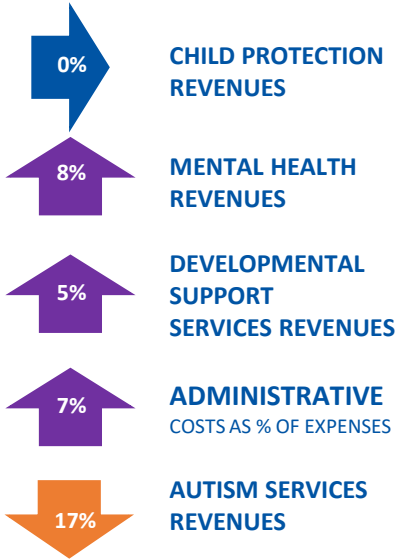
**ANNUAL REPORT 2024-2025**  
**A YEAR IN REVIEW**

**Support for Individuals across the Agency**

**Child Welfare: 457**  
**Children & Youth Mental Health: 678**  
**Developmental Support Services: 633**  
**Early Years: 238**  
**Headwater Family Visit Centre: 26**  
**Ontario Autism Program: 405**

\* these numbers do not include all family members and other close connections who receive service alongside the primary client

**Finances 2024-2025**



**2024-2025 Board of Directors**

**Board Chair:** Rapinder Kaur  
**Board Vice Chair:** Rebecca Staniscia  
**Treasurer:** Aimee Raves  
**Directors:** Elizabeth Scott, Hazel Mason, Ian McSweeney, Jennifer Murphy-Novak, Karen Vandenberg, Trevor Smith

A special Thank You to Aimee Raves, Jennifer Murphy-Novak and Rapinder Kaur who have completed their terms on the Board of Directors

### Clinical Services – Highlights

The DCAFS School Transition and Readiness Skills (STARS) Program in partnership with the Upper Grand District School Board (UGDSB) and the Community Partnership Program was selected as a demonstration site by the Ministry Education for the outstanding program and collaboration.

Our Early Years program has increased community collaborations and joint initiatives – supporting caregivers and their children at EarlyON drop-in programs; the women’s Care Days with health/social services providers and monthly consults with Speech Language Pathologists with ErinoakKids.

Child and Youth Mental Health (CYMH) had eight Masters degree interns do their placements with DCAFS. They provided excellent Talk-In and other brief services to our clients, while honing their therapeutic skills and knowledge.

The Fetal Alcohol Spectrum Disorder (FASD) Annual Conference was a great success with 207 attendees; 124 professionals, 28 parent/caregivers, 4 students, 33 DCAFS staff and 18 from the FASD Action Group.

Respite Services served 71 individual children/youth/adults. We launched a Respite Camp and served 15 children for Summer Camp and 5 children for March Break Camp.

Our Ontario Autism Program had over 150 individual contracts for the Fee For Service signed for the support of 71 unique individuals. This resulted in over 190 offerings of service. We offered several Group Programs: PEERs, Minecraft, Uniquely Us (Girls Group), Independent Living with over 47 registered.

Art Therapy had 391 individual sessions provided to 28 unique clients while our Music Therapy had 181 individual sessions to 35 unique clients. The UGDSB partnered with DCAFS to run Art & Music Group to 10 Students.

### Child Protection – Highlights

The Child Protection Team completed the Extended Society Care Review in the fall of 2024. The Ministry of Children, Community and Social Services (MCCSS) praised the team for their excellent work and highlighted that DCAFS' outcomes for children/youth continue to be amongst the top in the province. MCCSS also noted that despite the many regulation changes, DCAFS continues to be leaders in the province for meeting all standards. These results and feedback are ring true for our QIP results as well!

DCAFS continues with the implementation of One Vision One Voice (OVOV), not only within the practice of Child Protection but in other service departments as well. Our Central Intake Department is working diligently to ensure that referrals are being screened within an AR/AO lens and are educating community partners about the overrepresentation of Black and Indigenous families in the Child Welfare System.

The implementation of the Rapid Assessment Process (RAP) has been a strong initiative to avoid bringing children into care. This process helps to wrap all relevant DCAFS services around the family so that strengths can be leveraged and positive outcomes achieved.

### People and Culture – Highlights

For the 2024-2025 year we successfully hired 39 new staff members, including three new positions: Black Identifying Child & Family Clinician; Scheduler; Music Therapist and Youth Peer Support Worker.

We had one staff retirement. All staff, including new hires, completed EDI Training.

We have made some built environment changes to further enhance our AODA compliance and Equity initiatives.

### Staff Years of Service Recognition

5 YEARS

Andrea Wyshniowsky, Catherine Hanenberg, Connie Purchase, Gitte Basiw, Kaitlyn Arcuri, Kristi Finbow, Lindsay Herold, Nichole MacPherson, Shaelyn Kreamer

15 YEARS

Wanda Gauthier

20 YEARS

Allison Finch, Jennifer Taylor, Kathy O’Grady

30 YEARS

Jennifer Moore

### Moving Along Our Equity Pathway 2024 - 2025

DCAFS hosted several Equity events over the 2024-2025 year, as well as staff attended several events around the County of Dufferin including: Glow - Trans Day of Visibility, Celebrate Your Awesome, International Day Against Homophobia, Transphobia and Biphobia, Transgender Day of Remembrance event in partnership with the Library; With The Brave Canoe - MMIWG Walk, Indigenous Peoples Day, Three Sisters Garden teaching in partnership with MOD and EarlyON National Day for Truth and Reconciliation, National Day of Action for MMIWG ; Overdose Awareness Day; FASD Conference, FASD Awareness Walk; National Day of Remembrance and Action on Violence against Women and International Women's Day Lunch hosted by Family Transition Place; Flag raising ceremonies for Black History Month in Orangeville, Shelburne and at our office; DCCBA Black History Month event in Shelburne; Pink Shirt Day to raise awareness of Bullying.

